

Activities and Progress of the Diversity Council

I. Accomplishments of the eight Subcommittees

A. Best Practices

1. Surveyed private and governmental entities from financial, manufacturing, telecommunications, educational, public safety and natural resources sectors regarding their best practices.
2. Arranged three speakers:
 - a. The Department of Natural Resources (DNR)
 - b. Bankers Trust
 - c. Mercy Medical Center
3. Scheduled Russell Lovell from Drake University to speak at the December 18 meeting.

B. State's Hiring Policies and Practices

1. Worked with the Department of Administrative Services (DAS) to obtain reports from all Executive Branch agencies regarding their hiring practices.
2. Communicating with DAS as follow-up meetings with agencies are being held.
3. Will work with DAS to determine next steps, once all follow-up meetings have been completed.

C. Diversity Training for Entire State Workforce

1. Submitted a training proposal to Governor Culver on May 29, 2008.
2. Examined diversity training job bids with DAS and recommended that Rizzo and Associates conduct training for approximately 2,000 managers and supervisors from June 23, 2008 – December 5, 2008.
3. Worked with DAS to iron out the initial problems with the diversity course.
4. Working with DAS to coordinate the diversity training of all state employees, which will begin in January 2009.

D. Referral System

1. Met to discuss issue.
2. Will submit a report to the Council by December 1, 2008.

E. Report to the Governor

1. Wrote a draft and presented it to the Council for approval.
2. Submitted report to the Governor's Office on June 30, 2008.

F. Diversity Plans

1. Worked with DAS to develop a template for state agencies to use in developing their Diversity Plans.
2. Submitted template to Diversity Council for approval.
3. Received completed plans from state agencies by July 30, 2008.
4. Will submit a formal report on November 20, 2008, recapping the information submitted and establishing a baseline of how departments are doing in this area.

G. Persons with Disabilities Subcommittee

1. Met to discuss ways to increase employment of persons with disabilities.
2. Working on a survey, which will be anonymous and voluntary, to determine how many persons with disabilities are currently working in state government.

H. Public Forum Subcommittee

1. Met to explore ways in which the Council may inform Iowans of its work.
2. Working with the Council to determine if the public forum should be conducted via the Iowa Communications Network or a live venue.

II. Other Activities of Diversity Council

- A. Oversee a website – http://das.hre.iowa.gov/hre_diversity_council.html – for the public to view:
1. Biographical Information of Council Members
 2. Meeting Dates
 3. Agendas
 4. Minutes
 5. Meeting Materials
 6. Activities and Progress
 7. Diversity Plans
 8. Affirmative Action Reports
- B. Address public concerns during the “Public Comment” portion of each meeting.
- C. Keep informed of diversity events in the community, such as the Iowa Mosaic Diversity Conference.